ELIX Systems SA • Route de Chavannes 9 • 1007 Lausanne • Switzerland • www.elix.swiss • tel: +41 21 510 24 80

Hardware Engineer

September 2026

About Elix Systems SA

Elix Systems is a Swiss technology company founded in 2020, developing advanced embedded computing and electronic systems for demanding applications, with a strong focus on the aerospace and avionics industries.

Elix operates a fabless business model: we design, develop, qualify and manage the lifecycle of our products, while manufacturing is performed by a network of specialized and qualified production partners. This model allows us to remain agile while combining strong in-house engineering capabilities with industrial manufacturing expertise.

Headquartered in Lausanne, Switzerland, Elix operates internationally, with customers and partners across Europe. Our Lausanne team brings together key customer-facing and technical functions, including sales, program management, system architecture and senior engineering.

Elix is a growing company with a modern, agile and entrepreneurial culture. We work in small, highly autonomous teams, with short decision paths and very little bureaucracy. People are trusted to organize their work, make decisions and take ownership of their responsibilities. We value initiative, flexibility, pragmatism and speed of execution, and give our team significant freedom in how they achieve their objectives.

More information about Elix products and customers is available at www.elix.swiss.

Your Mission and Responsibilities

To support the continued growth of its engineering activities, Elix is looking for a Hardware Engineer to join its team in Lausanne.

You will join the Elix hardware engineering team and contribute to the design and development of advanced electronic products for aerospace. Working closely with system, FPGA and software engineers, you will be involved throughout the complete hardware development cycle, from architecture and component selection to schematic design, PCB layout, bring-up, verification, qualification and production support.

The role covers a broad range of electronic designs, including high-speed digital systems, processors and FPGAs, power supplies, analog interfaces and communication interfaces. Depending on your experience, you will progressively take ownership of complete boards and hardware work packages.

Hardware Design and Development

- Contribute to the definition of electronic architectures based on product and customer requirements
- Select components and design detailed electronic schematics
- Design high-speed digital, analog and power electronic circuits
- Work closely with PCB layout engineers and contribute to placement, routing and design reviews
- Perform design analysis and reviews, taking into account signal integrity, power integrity, thermal, reliability, manufacturability and cost constraints
- Collaborate with FPGA, software and system engineers to define interfaces and ensure overall product integration

- Maintain design files, technical documentation and engineering records throughout the development lifecycle

Bring-up, Verification and Industrialization

- Prepare board bring-up and verification activities, including test plans and procedures
- Perform laboratory measurements and validate circuit performance using standard electronic test equipment
- Debug prototypes and investigate hardware issues through structured root-cause analysis
- Support hardware verification and environmental qualification activities
- Implement design corrections and improvements resulting from testing, qualification, production or field experience
- Design Test benches for qualification and/or production
- Support Industrialization phase
- Provide engineering support for production, assembly and test issues

This position is based in Lausanne, Switzerland, with occasional travel to suppliers, partners and customer sites.

Your Profile

- Bachelor degree in Electronics Engineering
- Experience in electronic hardware development and test
- Solid knowledge of schematic design
- Experience with high-speed digital electronics and mixed-signal designs; experience with processors, FPGAs, DDR memory, PCIe or high-speed serial interfaces is a strong advantage
- Experience with PCB design tools; Cadence OrCAD / Allegro is an advantage
- Hands-on experience with board bring-up, laboratory measurements and hardware debugging
- Understanding of PCB layout constraints, signal integrity, power integrity, thermal and EMC considerations
- Experience with aerospace electronics, environmental qualification or standards such as DO-160 is an advantage
- FPGA or low-level software experience is a plus and an interest in working across hardware, FPGA and software boundaries is valued
- Analytical, practical and solution-oriented mindset, with the ability to investigate technical problems hands-on
- Autonomous and accountable, while enjoying close collaboration in a small multidisciplinary engineering team
- Comfortable working in an agile, fast-moving and international environment
- Fluent in English and French

Contact: Frederic Guitard +41 79 701 67 08 frederic.guitard@elix.swiss